

ABSTRACT OF THE DISCLOSURE

A fully automated 360° employee review system that is suitable for corporate intranet or Web-based Internet applications. The system enables multi-perspective employee data collection from various sources such as an employee's superiors, peers, subordinates, clients and the employee himself. The system also permits a participant to select persons whose employment performance the employee desires to review but is not obligated to review. The system requires a managerial approval or denial both the reviewers an employee may select to review his or her performance and the reviewees the reviewer chooses to review. The system also permits managers or mentors to receive interim employee performance feedback and generate interim employee action plans between annual performance evaluations. In addition, the system permits a user to download the application and participate in the system's employee performance surveys while offline and disconnected from the corporate intranet or the World Wide Web.